

EXHIBIT "A"



HOURLY RATE SCHEDULE

Effective January 1, 1982, The Elliott Group will base it's billing rates for hourly professional services at 2.5 times direct personnel expense as established by the American Institute of Architects.

Listed below are the hourly rate ranges that maybe expected for personnel within each general professional catagory.

PRINCIPALS	\$75.00 to \$100.00
ASSOCIATES	\$65.00 to \$ 80.00
DIRECTORS.	\$65.00 to \$ 80.00
REGISTERED ENGINEERINGS.	\$55.00 to \$ 65.00
REGISTERED ARCHITECTS.	\$50.00 to \$ 65.00
SENIOR PROJECT ENGINEERS	\$45.00 to \$ 55.00
SENIOR PROJECT MANAGERS.	\$40.00 to \$ 55.00
CONSTRUCTION PROJECT MANAGERS.	\$50.00 to \$ 65.00
CONSTRUCTION SUPERINTENDENTS	\$45.00 to \$ 60.00
SENIOR DRAFTSMAN/DESIGNERS	\$35.00 to \$ 45.00
CONSTRUCTION INSPECTORS.	\$25.00 to \$ 45.00
DRAFTSMAN/DESIGNERS.	\$20.00 to \$ 35.00
ADMINISTRATION	\$20.00 to \$ 35.00
ACCOUNTING	\$25.00 to \$ 40.00

JANUARY 1, 1982

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